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Industry Wage Survey
Flour and Other Grain Mill Products
Middle West Region
September 1987

U.S. Department of Labor
Bureau of Labor Statistics
Summary
February 1988

Straight-time earnings of 1,671 production and related workers in the flour and other grain mill products industry in the Middle West region averaged $9.84 an hour in September 1987, according to a survey conducted by the Bureau of Labor Statistics. Among the occupations selected for separate study, hourly averages ranged from $12.05 for machinery mechanics to $8.22 for truckdrivers. Processors, including blenders, bolters, and flour millers, the largest occupational group studied, with 243 workers, averaged $10.31 an hour.

The survey also developed information on certain establishment practices and employee benefit provisions, such as scheduled weekly hours of work, paid holidays and vacations, retirement pension plans, and life and health insurance.

A summary for this industry also is being published for the Great Lakes region. In addition, summaries are being prepared for the following industries and regions: Blended and prepared flour products, Great Lakes and Middle West; wet corn mill products, Great Lakes and Middle West; and rice mill products, Southwest. A comprehensive bulletin that will include all data developed by the survey is expected to be available in the fall of 1988.

The survey covered establishments with 20 workers or more primarily engaged in milling flour or meal from grain, except rice, producing such products as wheat flour, corn meal, or prepared flour and flour mixes using grain milled by the same company (industry 2041 as defined in the 1972 edition of the *Standard Industrial Classification Manual* prepared by the U.S. Office of Management and Budget). Excluded are separate auxiliary units such as central offices and research facilities.

The Middle West region consists of Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota.

Data were obtained by visits of Bureau representatives to 17 of the 33 establishments in the area. These establishments, employing 1,494 workers, were selected and appropriately weighted to represent approximately 2,174 workers.

Fieldwork for the survey was directed by Rita Kerr, Assistant Regional Commissioner for Operations of the Bureau's regional office in Kansas City.

Area reports may be obtained from the Bureau of Labor Statistics, Washington, DC 20212, or from any of its regional offices listed on the back page.

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Table 1. Occupational earnings: Flour and other grain mill products, Middle West region, September 1987

Occupation	Number of workers	Average hourly earnings[1]	Number of workers receiving straight-time hourly earnings (in dollars) of —																									
			Under 6.50	6.50 and under 6.75	6.75 – 7.00	7.00 – 7.25	7.25 – 7.50	7.50 – 7.75	7.75 – 8.00	8.00 – 8.25	8.25 – 8.50	8.50 – 8.75	8.75 – 9.00	9.00 – 9.25	9.25 – 9.50	9.50 – 9.75	9.75 – 10.00	10.00 – 10.25	10.25 – 10.50	10.50 – 10.75	10.75 – 11.00	11.00 – 11.25	11.25 – 11.50	11.50 – 11.75	11.75 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 13.50	13.50 – 14.00
All production workers	1,671	9.84	15	12	40	29	60	14	57	26	63	110	115	80	131	83	54	60	104	83	91	110	77	50	79	47	53	14	14
Selected Occupations																													
Elevator Operators																													
Cleaners, bulk [2]	28	9.95	-	-	-	-	-	-	-	-	-	4	6	-	-	-	-	-	11	1	-	6	-	-	-	-	-	-	-
Receivers	45	10.18	-	-	-	-	-	-	-	-	-	-	3	8	3	6	4	-	5	6	-	1	2	-	-	2	3	-	-
Weighers [2]	13	10.39	-	-	-	-	-	-	-	-	-	-	-	-	2	2	-	-	5	1	-	-	-	2	1	-	-	-	-
Processing																													
Processors	243	10.31	-	-	-	-	-	-	4	1	14	18	-	25	4	18	4	20	23	33	9	14	20	13	12	-	-	8	3
Men	198	10.15	-	-	-	-	-	-	4	1	14	18	-	23	4	10	-	18	23	21	9	13	16	13	12	-	-	-	-
Blenders	19	9.99	-	-	-	-	-	-	4	-	-	-	-	-	4	-	-	-	-	4	-	6	1	-	-	-	-	-	-
Bolters	33	11.18	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	13	-	-	-	2	6	-	-	-	8	-
Millers, flour	118	10.37	-	-	-	-	-	-	-	1	8	10	-	12	-	3	-	13	9	26	9	1	7	4	12	-	-	-	3
Men	100	10.22	-	-	-	-	-	-	-	1	8	10	-	12	-	-	-	13	9	18	9	1	3	4	12	-	-	-	-
Packing																													
Packers	188	9.44	-	5	-	5	-	-	20	-	-	20	37	23	10	-	8	-	19	2	2	13	12	6	-	3	3	-	-
Men	145	9.36	-	-	-	5	-	-	20	-	-	15	27	22	10	-	-	-	19	2	2	8	10	5	-	-	-	-	-
Feed	37	8.54	-	5	-	-	-	-	8	-	-	-	12	8	-	-	2	-	1	-	-	1	-	-	-	-	-	-	-
Men	30	8.80	-	-	-	-	-	-	8	-	-	-	12	8	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-
Flour	151	9.66	-	-	-	5	-	-	12	-	-	20	25	15	10	-	6	-	18	2	2	12	12	6	-	3	3	-	-
Men	115	9.50	-	-	-	5	-	-	12	-	-	15	15	14	10	-	-	-	18	2	2	7	10	5	-	-	-	-	-
Material Movement																													
Laborers, material handling	165	9.49	-	-	8	-	-	-	-	-	26	14	26	-	32	-	-	9	-	-	25	19	-	-	4	-	-	-	-
Power-truck operators	93	10.10	-	5	-	-	-	-	4	-	-	-	4	8	10	10	-	-	8	15	-	4	-	18	-	7	-	-	-
Forklift operators	93	10.10	-	5	-	-	-	-	4	-	-	-	4	8	10	10	-	-	8	15	-	4	-	18	-	7	-	-	-
Maintanance																													
Electricians	20	11.79	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	1	-	-	-	7	-	6	-	2
Men	17	11.51	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	-	-	1	-	-	-	7	-	5	-	-
Machinery mechanics [2]	32	12.05	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10	-	-	-	2	3	17	-	-
Mechanics, general	96	10.49	-	-	-	-	-	-	-	-	8	-	-	2	8	2	20	2	7	6	10	-	5	3	23	-	-	-	-
Men	82	10.42	-	-	-	-	-	-	-	-	8	-	-	2	8	2	20	-	7	-	9	-	3	-	23	-	-	-	-
Oilers	22	9.24	-	-	-	-	4	-	-	-	-	11	-	-	-	-	-	1	-	-	2	2	-	-	1	1	-	-	-
Service and Custodial																													
Janitors	82	9.48	1	-	-	-	12	5	-	-	13	4	2	-	-	8	-	8	-	2	14	2	-	1	10	-	-	-	-
Truckdrivers	27	8.22	-	-	-	-	-	-	16	-	-	10	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Virtually all men.
NOTE: Occupations may include data for subclassifications not shown separately.

Table 2. Establishment practices and employee benefit provisions: Flour and other grain mill products, Middle West region, September 1987

Item	Percent of total plant employment	
	Second shift	Third shift
Shift differentials		
Workers in establishments with late-shift provisions	100.0	91.4
With shift differentials	94.9	86.3
Uniform cents (per hour)	94.9	86.3
15 cents	22.9	-
18 cents	9.1	7.5
20 cents	11.5	-
22 cents	22.0	-
23 cents	5.7	-
25 cents	18.4	34.2
27 cents	5.3	6.2
29 cents	-	22.0
30 cents	-	11.1
32 cents	-	5.3
With no shift differentials	5.1	5.1
Workers employed on late shifts	15.7	7.4
Receiving differentials	15.7	7.4
Uniform cents (per hour)	15.7	7.4
15 cents	1.9	-
18 cents	1.7	-
20 cents	2.4	-
22 cents	3.7	-
23 cents	1.1	-
25 cents	3.9	4.1
27 cents	1.1	.7
29 cents	-	1.3
30 cents	-	1.0
32 cents	-	.4
Receiving no differentials	-	-

Item	Percent of —	
	Production and related workers	Non-supervisory office workers[1]
Scheduled weekly hours		
All workers	100	
40 hours	76	
48 hours	16	
50 hours	9	
Paid holidays		
All workers	100	
Receiving paid holidays	100	
6 holidays	9	
7 holidays	5	
9 holidays	13	
10 holidays	12	
11 holidays	24	
12 holidays	9	
13 holidays	28	
Receiving no paid holidays	-	

Item	Percent of —	
	Production and related workers	Non-supervisory office workers[1]
Paid vacations		
All workers	100	
In establishments not providing paid vacations	-	
In establishments providing paid vacations	100	
Length-of-time payment	100	
By vacation pay provisions for:		
1 year of service:		
Under 1 week	13	
1 week	36	
Over 1 and under 2 weeks	51	
2 years of service:		
1 week	7	
Over 1 and under 2 weeks	13	
2 weeks	28	
Over 2 and under 3 weeks	51	
3 years of service:		
Over 1 and under 2 weeks	13	
2 weeks	36	
Over 2 and under 3 weeks	51	
5 years of service:		
Over 1 and under 2 weeks	8	
2 weeks	33	
Over 2 and under 3 weeks	37	
3 weeks	2	
Over 3 and under 4 weeks	20	
10 years of service:		
2 weeks	5	
Over 2 and under 3 weeks	13	
3 weeks	31	
Over 3 and under 4 weeks	51	
15 years of service:		
2 weeks	5	
Over 2 and under 3 weeks	8	
3 weeks	16	
Over 3 and under 4 weeks	16	
4 weeks	15	
Over 4 and under 5 weeks	40	
20 years of service:		
2 weeks	5	
3 weeks	9	
4 weeks	27	
Over 4 and under 5 weeks	28	
5 weeks	2	
Over 5 and under 6 weeks	29	

Item	Percent of —	
	Production and related workers	Non-supervisory office workers[1]
By vacation pay provisions for: - Continued		
25 years of service:		
2 weeks	5	
3 weeks	9	
5 weeks	27	
Over 5 and under 6 weeks	28	
6 weeks	2	
Over 6 and under 7 weeks	29	
30 years of service:		
2 weeks	5	
3 weeks	9	
5 weeks	23	
Over 5 and under 6 weeks	18	
6 weeks	7	
Over 6 and under 7 weeks	40	
Maximum vacation available:		
2 weeks	5	
3 weeks	9	
5 weeks	23	
Over 5 and under 6 weeks	18	
6 weeks	7	
Over 6 and under 7 weeks	40	
Health, insurance, and pension plans		
In establishments offering at least one of the benefits shown below	100	
Life insurance	100	
Accidental death and dismemberment insurance	95	
Sickness and accident insurance or sick leave or both	85	
Sickness and accident insurance	88	
Sick leave (full pay and no waiting period)	6	
Sick leave (partial pay or waiting period)	-	
Long-term disability insurance	5	
Hospitalization insurance	100	
Surgical insurance	100	
Medical insurance	100	
Major medical insurance	100	
Dental insurance	69	
Health maintenance organization	12	
Retirement plans	100	
Pension	100	
Lump sum	-	

[1] Data not collected

Scope and Method of Industry Wage Surveys

Occupations selected for study. Occupational classification is based on a uniform set of job descriptions designed to take into account interestablishment and interarea variations in duties within the same job. The occupations are chosen for their numerical importance, their usefulness in collective bargaining, or their representativeness of the entire job scale in the industry. These descriptions, available on request, are included in the final bulletin on each survey.

Wage data. Unless designated otherwise, information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Incentive payments and cost-of-living pay increases (but not bonuses) were included as part of the workers' regular pay. Excluded were performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, Christmas, or yearend bonuses, and other nonproduction bonuses. Also excluded were tips and allowances for meals, lodging, or other payments in kind. The wages of learners, apprentices, and handicapped workers are excluded from data for selected occupations but are included in the total when data are presented for all nonsupervisory workers, all production workers, or all service workers.

Separate data are presented, where feasible, by sex and/or method of wage payment. However, the number of men, women, time, or incentive workers may not appear under every job because of publication criteria. Also, the total employment in an occupation may exceed the number of men and women combined because some establishments may not report data by sex.

Employment. Estimates relate to all establishments in the industry and locality as defined for the survey, and are intended as a general guide to the size and composition of the labor force rather than as precise measures of employment. Generally, a greater proportion of large than of small establishments is studied. Each group of establishments of a certain size, however, is given its proper weight in the combination of data.

Shift provisions and practices. Shift provisions relate to the policies of establishments either currently operating late shifts or having formal provisions covering late-shift work. Practices relate to workers employed on late shifts at the time of the survey.

Scheduled weekly hours. Data on weekly hours refer to the predominant work schedule for full-time workers employed on the day shift.

Employee benefit provisions. Employee benefits are included if formal provisions are applicable to half or more of the group studied in an establishment. Similarly, if fewer than half of the workers are covered, the benefits are considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

Information on benefit practices is presented in terms of the proportion (percent distribution) of workers provided the specific benefit itemized. Because of rounding, sums of individual items may not equal totals.

The tabulation of paid holidays provided annually presents data separately for full days and half days.

In the tabulation of vacation policies by years of service, payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings is considered the equivalent of 1 week's pay.

Data for health, insurance, and retirement plans are confined to those for which at least a part of the cost is borne by the employer. Legally required plans, such as workers' disability compensation and social security, are excluded.

NOTE: Scope and method may be modified somewhat to accommodate specific survey requirements.

Industry Wage Survey Bulletins

The most recent reports providing occupational wage data for industries currently included in the Bureau's program of industry wage surveys are listed below. Bulletins still in print are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Ill. 60690. Order by title and GPO Stock Number. Bulletins marked with an asterisk (*) are available only from the Chicago address. Bulletins that are out of print are available for reference at leading public, college, or university libraries or at the Bureau's Washington or regional offices.

Manufacturing

Basic Iron and Steel, 1983. BLS Bulletin 2221. $2.25*
Cigarette Manufacturing, 1986. BLS Bulletin 2276. $1.25
GPO Stock No. 029-001-02928-4
Corrugated and Solid Fiber Boxes, 1981. BLS Bulletin 2138. Out of print.
Grain Mill Products, 1982. BLS Bulletin 2207. $3*
Hosiery Manufacturing, 1981. BLS Bulletin 2151. Out of print.
Industrial Chemicals, 1986. BLS Bulletin 2287. $2.25
GPO Stock No. 029-001-02934-9
Iron and Steel Foundries, 1979. BLS Bulletin 2085. Out of print.
Machinery Manufacturing, 1983. BLS Bulletin 2229. $3.50*
Meat Products, 1984. BLS Bulletin 2247. $6*
Men's and Boys' Shirts and Nightwear, 1984. BLS Bulletin 2232. $2.50*
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Men's and Women's Footwear, 1986. BLS Bulletin 2291. $3.50
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Millwork, 1984. BLS Bulletin 2244. $2*
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Shipbuilding and Repairing, 1981. BLS Bulletin 2161. Out of print.
Structural Clay Products, 1986. BLS Bulletin 2288. $3.25
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Synthetic Fibers, 1985. BLS Bulletin 2268. $1.50
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Textile Dyeing and Finishing, 1985. BLS Bulletin 2260. $3.25*
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Women's and Misses' Dresses, 1982. BLS Bulletin 2187. Out of print.
Wood Household Furniture, 1986. BLS Bulletin 2283. $5.50
GPO Stock No. 029-001-02931-4

Nonmanufacturing

Appliance Repair Shops, 1981. BLS Bulletin 2177. $1*
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Bituminous Coal Mining, 1982. BLS Bulletin 2185. Out of print.
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Hotels and Motels, 1983. BLS Bulletin 2227. $3.25*
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Metal Mining, 1977. BLS Bulletin 2017. Out of print.
Nursing and Personal Care Facilities, 1985. BLS Bulletin 2275. $5
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Oil and Gas Extraction, 1982. BLS Bulletin 2193. $3*

Employee Benefits in Medium and Large Firms, 1986

U.S. Department of Labor
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Bulletin 2281

The Bureau of Labor Statistics issues its 1986 bulletin on employee benefits in medium and large firms. This survey is the eighth in the series.

Data available

- Incidence and detailed characteristics of 14 private sector employee benefits paid for at least in part by the employer: Lunch and rest periods; holidays, vacations, and personal, funeral, jury-duty, military, and sick leave; sickness and accident, long-term disability, health, and life insurance; and private retirement/capital accumulation plans. The retirement data include defined benefit plans, such as benefit formulas and pension replacement rates, and defined contribution plans, such as salary reduction or 401 (k) plans.
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Source of data

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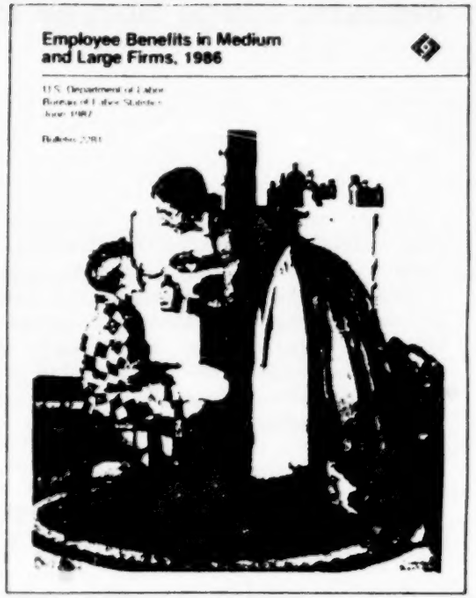

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